

# Teacher and Principal Evaluation (TPE)

## Communication #3

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### TPE Action Team

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Superstorm Sandy and the elections interrupted operations and re-prioritized much of the educational work across Maryland during the last two weeks. Despite these obstacles, work has continued around Teacher and Principal Evaluation with USDE, the MSDE Core Team, LEA Superintendents, and the TPE Action Team. Attached is the initial draft of the State Teacher Evaluation Instrument that went to our Core Team and was shared earlier this week with Somerset, Anne Arundel, and Calvert Counties. Like the Principal Evaluation Instrument, the Appendices remain in production with the Professional Development section to be crafted in the future. To facilitate the ease of using the instruments, we are exploring methods for applying "Microsoft Excel" processes to the calculations within the instruments.

Conversations continue around evaluative timelines, data availability, and data disconnects associated with Teacher and Principal Evaluation. Questions about the availability of annual data and the applicability of lag data combined with required timelines and evaluative capacity dominate forums, presentations, and work sessions. Over the course of the next few weeks, MSDE will be working with Superintendents, administrators, and teachers to explore options for addressing evaluative timelines and the potential use of annual and lag data. Using real staffing information provided by LEAs, MSDE will attempt to capture and demonstrate the actual impact on teachers and administrators in a typical school across a three-year evaluation cycle. Additionally, MSDE will use its experience with the three LEAs that are field testing the State Teacher Evaluation Model to formulate scenario driven recommendations for teachers with missing, incomplete, or non-continuous data streams. Similar information will be gleaned from LEAs using the State Principal Evaluation. Recommendations in the state models will in turn provide direction and assist LEAs in their thinking and planning for similar issues in their local models. This information will be passed along to LEAs as it becomes available.

Since September 25, various individuals from MSDE have been providing informal guidance to LEAs on their Field Test submissions. Currently, we are developing the approval process for the December 25 submissions. In preparation for this topic and the monthly TPE LEA meeting on November 28, LEAs will be receiving a written review of their Field Test designs. An agenda for that meeting will be included in Communication #4.

Inquiries of a general nature or about TPE in its entirety may be directed to Dave Volrath.

#### Field Test

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Much of the work of the TPE Action Team in recent weeks has revolved around the School Progress Index (SPI) and Student Growth Measures (SGMs). Members of the Action Team had the opportunity to present these topics and engage with stakeholders during several recent meetings and conferences; including the annual Public School Superintendents Association of Maryland (PSSAM) retreat. Additional informational presentations on SPI and SGMs are being made to Assistant Superintendents, the Maryland Assessment Group, and to a variety of audiences throughout the month. TPE has also engaged with the Maryland Assessment Research Center for Education Success (MARCES) to prepare independent analyses of how the State Evaluation Model might perform using different value matrices. Results of these analyses will be shared in the future.

Inquiries related to the Field Test that are of a design or technical nature (i.e. School Performance Index or MSAs), may be directed to Ben Feldman.

<p><u>SLOs</u></p> <p>Linda Burgee lburgee@msde.state.md.us</p>	<p>On-site SLO training was provided to Baltimore City, Calvert, Talbot, and Alleghany Public Schools as well as to representatives from the Maryland Approved Alternative Teacher Preparation Programs. Invitations regarding the Phase 2 SLO Regional Training were sent to local superintendents as well as local Teacher/Principal Evaluation points of contact. The training will build upon the initial overview training delivered last summer and will focus on quality assurance strategies and activities, including selecting critical content, setting and scoring targets, as well as assessment selection. Training dates are as follow: December 5 – Central Region, December 6 – Eastern Region, December 12 – Western Region. For more information on these sessions, please contact Madeline Koum at <a href="mailto:mkoum@msde.state.md.us">mkoum@msde.state.md.us</a> or 410-767-0385.</p> <p>Inquiries regarding Student Learning Objectives or interest in scheduling training for specific audiences should be directed to Linda Burgee.</p>
<p><u>Professional Development</u></p> <p>Ilene Swirnow iswirnow@msde.state.md.us</p>	<p>The October 29 Executive Officers' meeting was cancelled due to Hurricane Sandy; it has been rescheduled for January 7, 2013. At that time, the input we received from the Principals' Advisory Council regarding principal professional development needs will be shared with the Executive Officers. Currently, the Professional Development Team has been working with the SLO Team on Phase II regional training. Future professional development will be planned based upon local school systems' needs. For example, as the Field Test submission information is being reviewed, we are collecting the technical assistance requests expressed by the individual school systems for professional development support. Later this month, the Action Team will include that information in the macro planning for the statewide TPE system implementation plan.</p> <p>Inquiries regarding the evaluative professional development skills of executive officers, principals, assistant principals and instructional supervisors may be directed to Ilene Swirnow.</p>
<p><u>Communications</u></p> <p>Laura Motel lmotel@msde.state.md.us</p>	<p>The new Teacher and Principal Evaluation website has been launched! The TPE site can be accessed at <a href="http://marylandpublicschools.org/MSDE/programs/tpe/">http://marylandpublicschools.org/MSDE/programs/tpe/</a>. Over the past few weeks, the TPE Action Team has been hard at work developing the website and populating it with a variety of materials, resources, tools, and information about Teacher and Principal Evaluations. On October 26, members of the Action Team presented an early version of the TPE website to MSDE's Core Team for approval and recommendations. The site was very well received by the Core Team and they offered valuable feedback that the TPE Team utilized when further developing the site in the following weeks. The TPE website went live on November 9, however please note that some links may be inactive at this time and are acting as a placeholder until additional materials are finalized. The site will continue to be updated regularly as new information and resources are released.</p> <p>Inquiries regarding communications may be directed to Laura Motel.</p>